

The Recruiting Edge

Departmental Affairs Division



What Resolutions Did You Make For 2003?

What is a resolution? Well, Webster's dictionary defines a resolution as a *firm determination; the act of resolving; a solving, as of a problem.*

What were your resolutions?

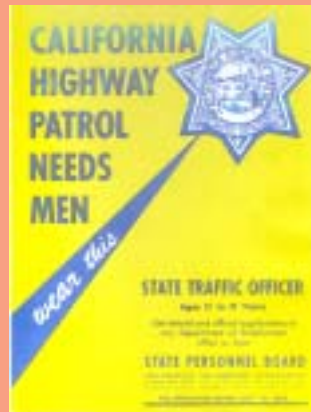
Recruitment? Getting Back to the Basics? Well, if you haven't added these two to your list, pull out another sheet of paper!

Daily, each of us makes contact with potential candidates in our personal and professional lives who would make excellent California Highway Patrol (CHP) employees. Simply by revisiting the philosophy of **Back to the Basics**, each employee can help recruit for the Cadet and Public Safety Dispatcher positions. Imagine, if each of our 10,000 employees recruited **ONE** applicant a quarter, we would recruit over 40,000 applicants annually.

Resolution #1 - Recruitment!

Remember some dispatching centers are hiring for the Public Safety Dispatcher position. Contact your Area today!

Mirroring California's Communities



Sustaining the Spirit of Women

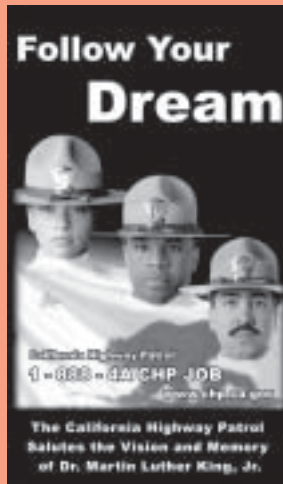
According to the U.S. Census 2000, women in the United States, on average, are paid less than 75 cents for every dollar men earn.

Q. Where can women find a career where they get the same pay for the same job as men?

A. Law enforcement.

The California Highway Patrol (CHP) is an example of equal pay for equal work.

Women were first allowed in the CHP Academy in September 1974. The first co-ed class was known as the Women Traffic Officer Program (WTOP) and it set precedence for females in law enforcement.



WTOP was a two year study to evaluate if women could perform the same duties as their male counterparts.

The women from the WTOP cadet training class are approaching 30 years with the CHP. They have paved the way for many women



WTOP females are sworn in on day one of Cadet Training Class of IV-74. Media cameras captured the history making moment for the CHP.

during those 30 years and many women still to come.

The WTOP women and many subsequent women have portrayed endurance, dedication, and integrity, all of which are attractions for cadet applicants from all walks of life.



On January 16, 1975, twenty-seven women and thirty men graduated from the CHP Academy and reported to field assignments on January 28, 1975.

The Department has come a long way in its almost 75 years of existence. Help keep the Department moving toward a diverse workforce for tomorrow!

TECHNOLOGY PAYS OFF

Did you know that our CHP Home Webpage receives over 1,000,000 views every quarter? Approximately eighty percent of those views are to the CHP Recruitment Webpage. This exposure and contact with the public through the Internet is equivalent to the contact at over four state fairs in one year! (Close to one million fairgoers.)

Recruitment tips their hat to the hard work of Information Management Division, Web master Chris Grill and the statewide recruitment team for excellence in service to the public!

Corner of Excellence

US CUSTOMS EXPLORER ACADEMY

by Leann Batinovich - CHP Explorer,
Monterey

The idea of becoming a California Highway Patrol (CHP) Officer has always been my dream. Joining the CHP Explorer Program has made my dream closer to becoming reality.

As an Explorer, I was given the opportunity to attend the FBI/DEA Explorer Academy in Quantico, Virginia, in the summer of 2001, and the U.S. Customs Explorer Academy in Chicago this summer. There are only 32 Explorers nationwide chosen to attend these two Academies.

June 21 through July 2, 2002, was the most challenging week of my life. Out of 32 applicants, I was not only the sole Explorer representing the California Highway Patrol, but also the sole Explorer representing the entire state of California!

As an Explorer, I had to train both mentally and physically to graduate from the Academy. Each day, we were awake by 4:30 a.m. The early mornings greeted us with a run and rigorous workout routine. After physical training, we were in class or tactical training for the remaining part of the day.



Leann Batinovich with Explorer Cadets at the 2001 U.S. Customs/DEA Explorer Academy in Chicago, IL.

Entering a room filled with young men and women that I had never seen before was probably the most frightening experience for me. It only took one week of hard work and teamwork to pull us together.

There was never a time we were not being evaluated. I learned so much about myself and how I can further my leadership skills.

Each of these Academies were beneficial for me and provided me with insight on other law enforcement agencies. Both Academies gave me the opportunity to meet other young men and women who want to fulfill a similar goal of working in law enforcement.

Being an Explorer has encouraged me to make a difference in my community.

I am a very lucky individual, and I realize I wouldn't be where I am today without the help and support from my CHP Advisors, and most of all, my family. Thank you!

Recruitment . . .

Hmmm . . . do we still need to recruit? YES!!! Hiring is still ongoing for the Cadet, CHP, and Public Safety Dispatcher (PSD), CHP positions. These positions have been deemed critical to the functions of the CHP. Currently, the additional uniformed officers acquired through Governor Davis' authorization will fill the next two cadet classes. If you remember, these additional positions were authorized to augment current staffing levels due to additional responsibilities incurred by the events of 9-11-01: Homeland Security measures and increased commercial enforcement.

As of December 9, 2002, the Academy welcomed 159 new cadets. The March and June 2003 cadet training classes are projected to have approximately 160 cadets. Beyond those classes, no projections have been determined. The following table provides dates for the 2003 Cadet Training Classes (subject to change and/or cancellation).

2003 Cadet Training Classes

CTC	Reporting	Graduation
I-03	03/24/03	09/26/03
II-03	06/16/03	12/19/03
III-03	10/06/03	04/09/04
IV-03	12/29/03	07/02/04

Recruitment Resources

1-888-4A-CHP-JOB/1-877-WOMENCHP
WWW.CHP.CA.GOV

Applicant Study Guide

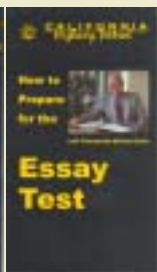


1-888-4 A CHP JOB
www.chp.ca.gov

Applicant
Study Guide



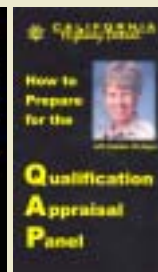
Recruitment
Video



Essay Video



PAT Video



QAP Video

The Recruiting Edge is published quarterly by the HQ Recruitment Unit.

Commissioner - D. O. Helmick
DAD Deputy Chief - Mike Nivens
Assistant Chief - Jim Cahoon
COPS Commander - Victoria Corona
Unit Sergeant - Jonni Fenner
Editors - Officer Brenda Rice
SSA Rhonda Hill

Send all correspondence to:
Rhonda Hill at recruiting@chp.ca.gov